



THE EFFECT OF HUMAN SPIRITUAL CHARACTERS ON THE POSSIBILITY OF INJURIES AND INJURIES IN THE PROCESS OF LABOR.

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Annotation: *The article discusses the effects and recommendations of the mental characteristics of the worker on the likelihood of accidents and injuries occurring in the labor process in production today.*

Keywords. Occupational safety, accidents, production, hazardous and harmful factors in production, labor psychology.

INTRODUCTION. In the Republic of Uzbekistan, the protection of labor and ensuring the safety of citizens has risen to the level of a national issue. In addition, on July 12, 2000, the Cabinet of Ministers adopted a resolution №267 "On the revision and development of regulatory documents on labor protection." On September 10, 2008, "On Compulsory State Social Insurance against Accidents at Work and Occupational Diseases" and on April 16, 2009, "On Compulsory Insurance of Civil Liability of the Employer" № 153. As a result, the revision and implementation of normative documents in the field of labor protection has accelerated. Resolution of the Cabinet of Ministers of the Republic of Uzbekistan No. 286 of June 6, 1997 "On approval of the Regulation on the investigation and accounting of industrial accidents and other injuries to the health of employees." [4]

Industrial accidents and occupational diseases kill 2 million people on Earth, and the following main causes can lead to accidents: poor training, deficiencies in education, safety violations, non-compliance with regulations, rules, standards, fatigue, intoxication, drug addiction the specific mental state of the individual resulting from the labor of the affected workers, the increased risk of injury, or the experience of dangerous problems, and so on. [1]

Methods and techniques. Occupational psychology arises in the process of adhering to professional skills in accordance with the requirements of the workplace and is based on the principles and methods of individual psychology. One of the main directions of labor psychology is the consideration of the human factor. The main goal of research in this area



is to study the "human-machine" system, and research in this area focuses on three main processes of human-machine interaction:

- receiving information;
- decision making;
- perform actions.

When working with an excessive mental state, there is a sharp decrease in the ability to work, loss of coordination, harmful forms of behavior. Changes in a person's mood can be due to the effects of long-term use of alcohol, the use of drugs, including stimulants, sedatives. In this case, the increased risk of injury may result in death in production.

The results obtained. In the "human-work" system, the "human" subsystem is characterized by its specific skills and level of workload, while the "work" subsystem is characterized by the level of risk in the production environment, the degree of rationalization, mechanization and automation. In an optimized system, the workload should correspond to the real capabilities of the person, his performance, abilities, that is, it should be sufficient. [3]

Human activity, in turn, depends on three main factors:

- may increase the flexibility of physiological functions, ie the repetition of continuous exercise;
- from the mental state of the person;
- working conditions.

Fatigue is a reaction of the body to excess stress in the body and thus it protects the body. Fatigue is a reversible process that is constantly changing. The following physiological workloads can be divided into:

- 1) heavy work;
- 2) dynamic work of muscles performed by half of the body limbs (small muscle groups);
- 3) work with the help of static muscles;
- 4) mental work (strain of attention and attention function);
- 5) work in a monotonous environment;
- 6) effects on atmospheric conditions (temperature and humidity, ventilation, infrared radiation, the degree of reaction of the body to the climate);



7) physical stress due to other environmental factors (e.g., noise, vibration, individual and group problems).

The increase in workload leads to a decrease in productivity, an increase in occupational diseases and injuries. In addition to the physiological and mental state of man, the work environment is a specific environment for a particular type of production, in which the influence of dangerous and harmful factors that can pose a threat to the worker is sufficient.

One of the components of life safety is the organization of work processes and workplaces based on a system of occupational safety standards. In particular, the System of State Standards (GOST 12.0.02-2003) provides the following definitions.

Harmful factor- of production is a factor of production that is dangerous under certain conditions, resulting in illness, resulting in a decrease in the ability to work, as a result of their exposure to workers under certain conditions.

A hazard factor in production is a factor- of production that results in injury, acute poisoning, or death as a result of exposure to workers under certain conditions.

Harmful and hazardous factors in production are divided according to the nature of the impact;

- active- due to available energy (ionizing rays, vibrations, etc.)

- active-passive- manifested due to the energy available to the person (work at heights, hazards on slippery surfaces, work with sharp-edged equipment, etc.)

- passive- indirect manifestations (decomposition of the material as a result of long-term use, corrosion, accumulation of lime and structure in the pipes, etc.)

Accordingly, dangerous and harmful factors are divided into four groups:

- physical (movement of machines and mechanisms, moving parts of production equipment, infrared and ultraviolet radiation, increase or decrease in temperature, laser radiation, ionizing radiation, increase or decrease in humidity, electricity, static electricity, etc.).

- chemicals (chemicals present in air, water, soil, food;

- biological (pathogenic microorganisms, viruses, bacteria, fungi);

- psychophysiological (stress, monotony, fatigue, tiredness, insomnia, alcohol poisoning, etc.);



Conclusions and recommendations. In the field of labor protection, as well as production rooms, ancillary rooms and production sites must comply with the "Building Norms and Rules" (QMQ). The level of hazardous and harmful effects in the workplace should not exceed the normative values, the limits of the permissible values (noise, noise level, electric and magnetic fields, radiation, etc.). Production equipment must comply with GOST 12.2.003-74 (1991) and technological design standards.

The main link of modern human ergotic (ergotechnical) systems. However, statistics show that 10-15% of accidents and disasters, all failures are directly and indirectly related to human error (direct or indirect) All the errors allowed by a person in the process of "human-machine" interaction are as follows can be classified.

Human-operator error - failure to achieve the set goal, which leads to a violation of the set process. Operator errors can be grouped into three major groups: 1) failure to achieve a goal due to operator errors; 2) the operator's pursuit of erroneous goals; 3) negligence of the operator at the required time.

All the many mistakes made by man in the process of "human-machine" interaction can be classified as follows.

1. Design errors - due to poor design;
2. Production errors: occur during the production phase (unsatisfactory quality of work, incorrect choice of material, etc.).
3. Operator errors: incorrect execution in the prescribed manner.
4. Maintenance errors: occurring during operation (poor quality repair, improper installation, etc.).
5. Control errors: due to poor quality item or device acceptance.
6. Operational errors (unsatisfactory storage, transportation of products).
7. Workplace organization errors: density, presence of harmful factors, etc.
8. Mistakes in collective management (psychological incompatibility, preferences, lack of conditions, etc.).
9. Making mistakes. This includes mistakes that are difficult to detect.

Operator reliability is characterized by its error, preparation, timely rest, and accuracy. The following methods should be used in the organization of the labor process: professional selection, study and training of psychological features of labor.



One of the important areas of occupational psychology is the selection, adaptation, and training of these personnel. It is the use of objective methods to select personnel that allows the employer to rely on research data on the psychophysiological characteristics of the candidate. There are many tests that can be used to select and expand staff. It is recommended to conduct tests to assess personal qualities, productivity, and different interview methods, which will increase the effectiveness of tools to increase employee flexibility in a production environment. [5]

The test is used not only for the selection of staff, but also for the selection of a profession or class, as well as for the selection of a profession or course, as well as a diagnostic clinical examination tool. It is also planned to implement the following to create healthy and safe working conditions: automation and remote control of technological processes, the use of group protection, sealing equipment, establishing a rational work and rest regime to prevent fatigue, monotony and hypodynamics, labor weight limitation, ensuring timely receipt of information on harmful and hazardous production factors occurring in each individual technological process, etc. [2]

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